

Maricopa County Celebrates Diversity!

What is “Diversity”?

Diversity emphasizes we are an equal employment opportunity employer that includes all elements of race, gender, age, disability, education levels, ethnicity, religion, tenure with the organization, geographic origin, and lifestyle. Every member of the Maricopa workforce is to be valued for their unique background and particular contributions to our collective success.

We need your help to identify several opportunities to celebrate diversity consistent with the county’s mission and MfR goals.

For example: Several cities throughout the valley have an annual diversity day celebration. Each Department in that city develop a display depicting what diversity means to their department staff and the programs they administer.

Send your comments and recommendations to: Tony Lopez, Director of Diversity, 301 W. Jefferson, Suite 219, Phoenix, Az 85003 telephone 602-506-8094. E-mail lopeza001@mail.maricopa.gov.

DIVERSITY GOALS FOR 2004:

Goal 1: Develop a Diversity Plan for every department and office within sixty days that includes internal recruitments, internal promotions, and career planning.

Goal 2: Management Accountability, incorporate the diversity plan and key measures in every director’s job performance plan.

Goal 3: Telling the diversity story with data. Each department will provide semi-annual reports on their hiring & promotional activity.

Goal 4: Expand external recruitments, internal promotions, and develop career planning classes for supervisors.

Goal 5: Develop Diversity Training Programs to enhance the development of a communication culture throughout Maricopa County.

Goal 6: Establish a diversity plan presence on the county's website.

Goal 7: Establish internships and mentoring programs for both new and current employees.

Goal 8: Prepare and present an annual diversity report with measures of progress.

Goal 9: In conjunction with the Maricopa Hispanic Network, African American, American Indian, Asian American, women's organizations and other external/internal groups, work to create opportunities to celebrate diversity consistent with the county's overall mission and MfR goals.